

Finding a Mentor

There is nothing mysterious or magical about finding a mentor. The important thing is to first determine what your needs are in relation to where you are in your career. There are numerous self assessment instruments, from inexpensive self-scoring ones to elaborate assessment center activity analyses, to help you determine your strengths and weaknesses in skills and interpersonal relations. Then, either pursue a formal or informal mentor partnership. Generally, formal mentoring programs, often referred to as facilitated mentoring, focus on skills development. In a formal partnership, you will most likely be paired with a mentor who matches the needs and goals you identified. Informal mentoring programs usually focus on interpersonal development which is useful in helping you understand such things as the organizational culture. The key is to determine what you need and then identify the kind of mentoring program that best meets your needs.



Is Mentoring for Me?

The mentoring process promotes career planning, job enrichment, and potential for advancement. It is not a promotion guarantee. The mentoring relationship is one of mutual benefit. The associate gets help from “someone who has been there” and the mentor gains the satisfaction of helping develop resource management talent. This process also helps mentors strengthen their coaching and leadership skills while it simultaneously provides associates the opportunity to grow.

What is the Resource Management Mentorship Program (RMMP)?

There are three distinct, but interrelated approaches: (1) formal; (2) supervisory/managerial; and (3) informal mentoring. The RMMP is a formal mentoring program with an emphasis on skill development and acquisition. Participants are matched with senior level careerists based on career interests, goals, and needs. The goal of the RMMP is to incorporate and improve upon the three mentoring approaches. These three mentoring approaches can be used interchangeably by managers and supervisors to assist in training, developing, and retaining a professional resource management workforce.

SUMMARY

*If you want one year of prosperity,
grow grain.*

*If you want ten years of prosperity,
grow trees.*

*If you want one hundred years of prosperity,
grow people.*

Ancient Chinese Proverb

As we move towards the twenty-first century and implementation of Resource Management Future initiatives, the Army senior leadership remains dedicated to fostering the America's Army concept, promoting professional development, equal opportunity, and diversity among its workforce. The Resource Management Mentorship Program complements that effort by renewing supervisory commitment to developing our workforce so that they are trained and ready to take on greater responsibilities within the Department of the Army.



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RESOURCE MANAGEMENT

MENTORSHIP PROGRAM



GROWING PEOPLE...

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BACKGROUND

The concept of mentoring is not new. In fact, it is as old as humanity itself. Mentoring can be traced back to Greek mythology and Homer's tale of Odysseus. Mentor, Odysseus' trusted counselor, became the surrogate father, guardian and teacher of Odysseus' son, Telemachus, the young protege.

Mentoring is still prevalent in today's society and can be seen within the Army as an intrinsic part of its leader development. The Army is dependent on the development of competent and confident leaders, both military and civilian. The development process consists of three equally important pillars: institutional training, operational assignments and self-development. These pillars support the framework of nine leadership competencies: communications, supervision, teaching and counseling (mentoring), team development, technical and tactical proficiency, decision making, planning, use of available systems and professional ethics.

The Comptroller Proponency Office strives to enhance both the informal and formal mentorship processes. However, we need your continued commitment and support to make mentoring work. Whether a manager, supervisor, or employee, we need you to share

your expertise with less experienced employees. Become a mentor, share your experience, and help Army careerists grow to their fullest potential.

WHAT IS MENTORING?

The process of mentoring has many dimensions- all of which can be useful to the person being mentored. Mentoring is a partnership in which an experienced member of the organization (mentor) provides information, guidance and support to another person (associate). We envision the mentoring process as being an experienced person (mentor) linked with a less experienced person (associate) to foster their career development and growth. A mentor facilitates the associate's personal and professional growth by sharing knowledge and insights that have been learned through the years.

Mentoring can occur in different settings: informally, by a supervisor or superior, a family member, a member of the community or community organization; and formally, where an associate is deliberately paired with a mentor with the goal of developing specific skills and competencies.



WHO ARE MENTORS AND ASSOCIATES?

A mentor is a trusted, experienced counselor or guide; a teacher, coach, motivator, sponsor, advisor, referral agent, role model, and door opener. A mentor is a person who has a sincere desire to enhance the success of others. A mentor is supportive, patient, honest, trustworthy, and an effective communicator.

An associate is an achiever - a bright and motivated person who seizes opportunities to grow and excel. Associates take responsibility for their own career growth and development by being honest, open and receptive to the mentor's guidance.

DO I NEED A MENTOR?

Benjamin Franklin perhaps said it best: "He that can't be counseled can't be helped." Mentoring relationships have been found to be significant factors in career development, organizational success and career satisfaction. Having a mentor can be a key to opening doors for your professional and personal growth.

Changing times in the Defense business have had many effects on missions, priorities, and personnel. Base realignments, closures, reductions in force, rightsizing have all caused personnel losses throughout the civilian and military ranks. The RMMP is the initiative designed to meet the Army imperatives and Resource Management Future objectives for succession planning, to meet established affirmative action goals, and to reemphasize supervisory and managerial responsibility through commitment to employee development.

